CROSSROADS 2000

A Women's Sharing Circle

CONFERENCE REPORT
CONTENT AND LEARNING

In October 2000, fifty Aboriginal and non-Aboriginal women concerned about the future came together in a sharing circle to explore the opportunities and challenges facing urban Aboriginal youth.

Here is how the story unfolded . . .

Canada

CONFERENCE REPORT - CONTENT AND LEARNING

Steering Commitee

(From left to right, back to front)
Penny Morelyle
Carol Crowe
Michèle Stanners
Loleen Berdahl
Julie Johnston
Bev Latter
Judy Daniels
Marie Delorme
Melissa Dickey

A true sense of what took place during this remarkable weekend cannot be articulated in a conventional report. One had to be there to feel the warmth in the cool mountain air, the trust that developed through the course of the weekend, the bonds that were created and the commitment that was shared.

From Vision . . .

The **Council for Canadian Unity** successfully brought together women from across the country for *Carrefour/Crossroads 1999*. In this tradition, it was decided that *Crossroads 2000* would unite women from Aboriginal and non-Aboriginal cultures to explore the important issue of opportunities and challenges facing today's Aboriginal youth in urban settings.

In March 2000, The Council approached the **Canada West Foundation** and the **Aboriginal Opportunities Committee of the Calgary Chamber of Commerce** to seek support and involvement for this important project. A Steering Committee was struck and the journey began.

To Reality . . .

Conference Objectives:

1. To create an opportunity to develop a network of influential Aboriginal and non-Aboriginal women from diverse communities, corporate, political, social and governmental backgrounds, and work towards a means to sustain it;
2. To raise the awareness of the participants and the greater public of the opportunities and challenges for Aboriginal youth;
3. To encourage the participants to make a personal commitment to take their learning to their spheres of influence in order to create opportunities for urban Aboriginal youth; and
4. To create a conference model that can be repeated in other urban centres.

Crossroads 2000 was held at the Rimrock Resort Hotel in Banff, Alberta on October 27-29, 2000. Participation was by invitation only, with the number limited to ensure greater involvement and the selection based on the women's knowledge, experience, and special interests on youth Aboriginal issues.

> *"This is a bold initiative. Have no worry! We are women - it will work."*
>
> *(Michèle Stanners)*

In Short . . .

For centuries, women from all cultures have been coming together to deal with our youth, our foundation, and our future. Our children have always come first. It is in this spirit that the women of *Crossroads 2000* gathered for a weekend to learn, share, discuss, and renew their commitment to the well-being of urban Aboriginal youth. It is acknowledged that much has been done, much has been written. Now, women of influence from both the Aboriginal and non-Aboriginal cultures and from all ages and backgrounds were given the opportunity to come together to discuss this important issue.

Eight months went into the planning of this unique event. Representatives from the three organizing bodies - The Council for Canadian Unity, the Canada West Foundation and the Aboriginal Opportunities Committee of the Calgary Chamber of Commerce - met to set the course with the contribution of the Steering Committee members. The general objectives were established: building and maintaining a network, raising awareness of the issues, engaging the participants in a personal commitment, and creating a conference model for other urban centers. Much thought and consultation went into the creation of an atmosphere of trust and compassion, one that would invoke the principles of respect, equality and dignity. The result was an interactive weekend of learning, networking, bonding and sharing.

The meeting room was set in a living room style, yet large enough to accommodate the circle and suitable for storytelling, singing or hoop dancing. A teepee was erected outside near the fire pit. Each day began with a prayer. Workshops were designed for small group discussions. Facilitators and recorders were carefully selected, given the nature of the topics discussed. The closing session was a sharing circle where each participant was invited to share her hopes and dreams, and her own personal commitment going forward and into the future.

A detailed conference program is included at the end of this report. In short, the materials, the speakers and the workshops addressed the role of women, the history and contribution of Aboriginal peoples, culture, racism, youth issues, existing programs and economic development opportunities. Meals and evenings were designed to further networking and bonding and to share with song, dance, poetry and storytelling. This unique gathering was described by some as "healing", "necessary", "long overdue" and by others simply as "a miracle".

The key recommendations, resulting from the workshops concerning urban Aboriginal youth, can be found in detail at the end of the report. Of note were:

- Develop, participate, and/or volunteer in mentorship programs.
- Develop more options for Aboriginal youth to participate in cultural and recreational activities. Need to start and to improve these types of activities and opportunities on Reserves.
- Establish childcare, food, and transportation programs (driving courses).
- In Aboriginal culture, grandmothers and mothers are the teachers of values. Elders should be encouraged to pass on the traditions because academic solutions alone are not enough.

Canada

- Improve the interaction and cooperation of the existing Calgary agencies and organizations.
- Find solutions for the under-utilization of the Native Student Centers.
- Develop back-to-school programs.
- Improve corporate human resources programs to hire and train Aboriginal youth.
- Circulate *Crossroads 2000* Conference Report in order to generate discussions and involvement in the communities.
- Repeat *Crossroads* in other urban centers.

Finally, some of the personal commitments shared by the participants included:

- "Participate in an Aboriginal / Non-Aboriginal team to create training programs."
- "Keep the interests of Aboriginal youth at the forefront of all my endeavors, both professional and personal."
- "Connect with Aboriginal attendees later as potential Board members."
- "Ensure Aboriginal consultation occurs when my organization's work touches or impacts Aboriginal people."
- "Seek information from various youth initiatives and link them with supporters."
- "Seek information on potential projects that require support and facilitate the support process."
- "Establish a link between the Treaty 7 member institutions of the First National Adult and Higher Education Consortium and the Aboriginal Youth Society of Calgary to develop programs with the youth."
- "The Metis Nation of Alberta will commit to having our Youth Coordinator, who works out of our head office in Edmonton, to send information to all participants on:
  - Metis culture;
  - Youth programs available to our office; and
  - Youth contacts in each of our 6 zones in the province of Alberta."
- "I commit to sharing with others what I have learned at *Crossroads 2000*."
- "I commit to letting all funders know how serious some of the issues are that face Aboriginal youth."

"If we are to really understand and break down any existing barriers, we must meet, share and work together."

"It is not often that we, as individuals, have the opportunity to wear our hearts on our sleeves and put our heads together and seek answers for the common good."

(Participants)

Breaking the ice . . .

We came together as unique individuals with a common goal *to build a better tomorrow for Aboriginal youth*. To bond us, we created a symbolism that would strengthen us today and into the future.

This symbol was a stick from a fruit-bearing tree that was traditionally wrapped with a hide handle. Using colourful threads, beads, bells and sinew the creativity began. As each of the women chose her stick to be decorated over the weekend, she created her own story. For some, it was journey; for others, their goals and objectives. Throughout the weekend women shared the story of their stick and how it had become their symbolism of the conference.

"A single stick can easily be broken, but putting our sticks together creates great strength."

(Carol Crowe)

We brought our sticks to each session as a reminder to work together. This helped us to build on ideas from each other's knowledge and experience towards our common goal.

The follow-up to this activity, '*Beginnings*', took place on the last day of *Crossroads 2000*. The response to the '*IceBreaker*' and '*Beginnings*' activities was overwhelmingly positive. Participants were enthusiastic and actively participated. It became a unique bonding idea that enriched the experience of all participants.

> *"Thank you for taking the time to listen to everyone."*
>
> *"It connected me to the issues, to the others, to humanity."*
>
> *(Participants)*

The Stick

...strength
...uniqueness
...bonding
...womanhood
...community

Carol Crowe and Bee Calliou-Schadeck

Beginnings

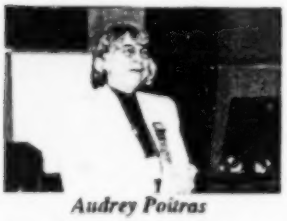
The stick had now become our symbolism of the weekend. On the last day of *Crossroads 2000*, a feather, wrapped and ready to tie on our sticks, was given to each woman. This feather, a gift from the creator, would unify all of us.

'*Beginnings*' was a time to share. As we sat in a circle we all experienced a need to share after all the teachings and learnings over the weekend.

It was our commitment to continue to make a difference for the Aboriginal youth. This circle marked the end of our weekend and a new beginning for us to work together.

The Honourable Pearl Calahasen

"We need to be more proactive. We have to believe in ourselves and in our collective power."



Audrey Poitras

"We are at a crossroads. We need to accept the past choices and embrace the need for change."

Irene Pfeiffer
Honourary Co-chair

"We have been given the gift of one day. We must act now."

Setting the Landscape ...

In preparation for *Crossroads 2000*, participants received a binder of comprehensive resource materials, which included:

- A Background Paper prepared by the Canada West Foundation;
- Removing Barriers - A Listening Circle by the City of Calgary;
- Highlights from the Report of the Royal Commission on Aboriginal Peoples;
- Participants' Directory; and
- Selected related readings.

The landscape is set by certain facts. Demographic studies indicate that the Aboriginal population has dramatically increased in size in recent years, and this population boom is expected to continue.

Due to events beyond their control, Aboriginal youth face a myriad of social and economic challenges, including unemployment, racism, health concerns, poverty and high education dropout rate. The challenge for the participants was to find ways to work together to create the necessary environment in which Aboriginal youth can thrive.

It was deemed important to open the conference with keynote addresses on the "Role of Women". To that end, three distinguished speakers were invited to share their wisdom, their hope and their inspiration, and to close with a question for the participants to discuss. Their observations included:

- Many Aboriginal cultures are matrilineal and matriarchal; women are "the mainstay and the givers of life". They have 'the answers' to the challenges because, as women, "we care, we listen, we defend what we believe in". The work of Aboriginal men and women was valued equally and there is a need to return to this equality. We need to believe in the strength of women and empower them for changes to take place.
- Young people need to choose to take control of their lives by making better and wiser decisions - this is the challenge. Emphasis should be placed on the importance of parenting to teach moral and educational values. Aboriginal youth need guidance from the elders, leadership from parents, and support by their communities.

On Contribution . . .

Aboriginal people have contributed to society in various areas, such as:

1. Aboriginal people and their connection to the land helped early explorers overcome illnesses by sharing their knowledge of traditional medicine. Many of these medicines are common to the market today.

Carol Crowe

2. The hunting, fishing, trapping, gathering and trading routes of Aboriginal people were key in developing Canada's mainstream businesses.

On History . . .

The 1996 census data reveals much about the current socio-economic crisis facing women and Aboriginal people in Canada.

For example:

- Potential underestimation of Aboriginal population.
- Increasing urbanization of Aboriginal people.
- Increasingly large proportion of Aboriginal youth.
- Aboriginal single-parent families.
- Education level discrepancies.

The Past . . . The Present . . . The Future

The '*Contribution of Aboriginal Peoples in Canadian History*' was presented as a conference topic and followed by workshop discussion. The participants were asked to consider the following important questions:

- What image comes to mind when the words "Aboriginal People" are spoken? Is it negative or positive?
- What needs to be done to acknowledge Aboriginal people?
- How can we acknowledge and celebrate (systemically, ethically, and legally) the contribution of Aboriginal people?
- What does 'systematically' mean to us?

Participants suggested:

- Aboriginal self-identity needs to be defined, embraced and taught.
- Language and culture have to be taught within the school system and the Aboriginal communities.
- Aboriginal people need to learn about their history, and non-Aboriginal people need to acknowledge Aboriginal contributions.
- The roots of prejudices, myths and racism need to be addressed.
- Cultural differences among Native people need to be recognized and those distinctions acknowledged.
- Media are portraying Aboriginal people in a negative light. Media should show positive reinforcement through success stories and role models.
- Today and into the future, Aboriginal people continue to contribute to mainstream. The Aboriginal peoples' traditional 'knowledge' is seen in mainstream society as environmental knowledge, holistic herbal medicine, and as a team approach to decision-making.

The '*History of Aboriginal People*' was addressed during a session that provided a socio-economic analysis of the Aboriginal and the non-Aboriginal population in Alberta, particularly in Calgary. This was followed by a lecture presenting insights into the legal and moral obligations of the Federal Government.

Connie Tuharsky, Judy Daniels, and Dr. Cora Voyageur

"How can we design a curriculum based on education into culture, not culture into education?"

Verna Kirkness

Cultural Education . . .

In this session, the speakers explained the significance of the accomplishments thus far in improving the Aboriginal education content and the work left to be done. The biggest educational issue concerns the effectiveness of exiting language education.

There has been much progress made in cultural education and development such as the establishment of Aboriginal libraries; Native/Aboriginal Teacher Education Programs; and a national Aboriginal Peoples Television Network (APTN).

The cultural education theme was demonstrated by the sharing of a personal experience from a member of the Sundance and Brave Dog Societies. Conveyance of the role of sacred ceremonies and the purposes of bundles brought forth the depth, richness, and importance of Blackfoot culture.

"The knowledge of the Aboriginal rituals cannot be lost; it must be passed on through generations."

"Elders will remain influential in perspectives on cultural education."

Rose Crowshoe

Colleen Klein

"We can give young Aboriginals the tools and the opportunities they need to begin shaping a future for themselves."

Education . . . some Alberta Solutions

The Chair of Alberta's Children Forum, Mrs. Colleen Klein, was invited to reflect on some positive Albertan solutions and initiatives for Aboriginal youth. She noted:

- The existing approach to schooling continues to fall short of expectations. Solution: Edmonton's Amiskwaciy Academy, which offers students a place to learn from an Aboriginal perspective.
- The issues of offering health care programs and the delivery of relevant services that meet the specific needs of Aboriginal youth. Solution: the Alberta Government's Aboriginal Health Careers Bursary program.
- Community involvement and leadership training. Solution: The Future Leaders Program, which is a co-operative effort to provide Aboriginal youth with the opportunity to improve and develop leadership skills through sports and recreation.

The objectives of the racism presentation and workshop discussions included:

- To comprehend what racism is and its impacts in our lives and future generations.
- To build awareness and new knowledge.
- To learn to identify racism and express our feelings appropriately.
- To empower our youth and ourselves to overcome barriers of discrimination, prejudice and racism.
- To treat others and ourselves with respect and dignity.

Dr. Beth Hedva and Cheryl Makokis

"People just don't know, not even when they are practicing racism."

"(The session) led to a greater understanding of challenges and ways to overcome them."

"(Racism) is at the root of all the issues."

"Racism is the start; the understanding of it is the heart, the catalyst for change."

(Participants)

Observing the Landscape . . .

Racism . . .

The difficult and delicate issue of racism was deemed so important that it was to occupy half a day of the conference schedule.

All participants were invited to create a safe environment in order that thoughts, feelings and concerns about racism could be shared. All beliefs and experiences were welcomed and respected.

In small groups, the participants explored these important questions:

- What am I hoping to gain from this session?
- Why is it important that we address issues of racism?
- How does racism affect Aboriginal youth?
- Define 'overt racism' and give examples of how to address it constructively.
- Define 'covert racism' and give examples of how to address it constructively.
- What is 'systemic (i.e. institutional) racism' and give examples of how to address it constructively.
- What is 'internalized racism' and give examples of how to address it constructively.
- How would I recognize if I'm part of the problem?
- How does racism affect our behaviour at work?
- What can I do to be pro-active instead of reactive?

The session continued with the viewing and discussion of the video entitled '*Tina Keeper*'. The participants shared ideas to help transform and improve institutional oppression around the issues of race and culture.

The Young Women Speak . . .

The young Aboriginal woman panelists focused on issues and barriers that they faced, and are still facing. They shared their personal stories – they were given a voice. They conveyed stories that illustrated some of the problems and solutions, such as:

- Intercultural struggles for identity.
- Influences in the lives of young people – need for positive images and encouragement.
- Feeling of isolation and the importance of sharing.
- Importance of education and learning to be proud of one's background.

Some discussions ensued around the subjects of gang involvement, teen parenting, and employment opportunities.

"Hearing the youth perspective, their stories, was inspirational."

"Their stories came from the heart and dealt with today's realities."

"It was good to hear their voices. It made the issues come alive."

"Aboriginal youth was the focus of the conference, it was good to hear from them directly."

(Participants)

Summer Stone-Child, Deanna Cardinal, Machalle Ryan and Lisa Odjig

The group discussions focused on three main themes: education, social programs, and co-ordination of services. Issues and ideas that were raised were:

1. **Youth education issues:**
   - Focus on cultural education – formally in school and informally in communities.
   - Incorporate spiritual values and principles into the school system to help youth develop a sense of pride in their ancestry.
   - Educate Aboriginal and non-Aboriginal youth about racism.
   - Provide career development education and role models in support of training choices.

2. **Youth social program issues:**
   - Recognition and sharing of wisdom from elders and community leaders.
   - Continued and increased support from mentorship programs.
   - Large number of Aboriginal youth who are parents need assistance.

3. **Co-ordination of services:**
   - Need to address issue of program awareness and accessibility.
   - Youth feel isolated. They need to have more options to participate in group activities.
   - Increase level of co-operation between agencies that run various programs.

Barbara Milmine

The Royal Commission on Aboriginal Peoples (RCAP) cites women and youth as being vulnerable, and addresses solutions to be taken by municipal and provincial governments. The City of Calgary has adopted many RCAP recommendations, such as:

- Co-management arrangement policies.
- Collaboration policy at the provincial level.
- Funding for Aboriginal youth programs.
- Ways to ensure youth are involved in design and delivery.

Organizations and the public are urged to read RCAP to help in policy development. People are encouraged to use government policy as a tool for change, since government is held responsible to carry out policy commitments.

Program Landscape: Youth Issues & Programs

A panel of speakers from the City of Calgary and the Urban Society for Aboriginal Youth provided insight into the strategies and policy development efforts currently being employed at the City of Calgary. The Royal Commission on Aboriginal Peoples (RCAP) was highlighted as an effective policy development tool.

The City of Calgary's '*Listening Circle*' offered an example of a unique process used to develop municipal policy. It was based on the traditional Blackfoot problem-solving model, with the goal of identifying needs and issues, as well as the means to address them. The process identified youth problem areas (in education and employment, justice and social services, and housing and transportation) and brought forth potential solutions.

One program emerging from the '*Listening Circle*' process was Calgary's Urban Society for Aboriginal Youth, which is the sole independent youth council in Canada. The Society seeks to empower youth, to represent the diversity of Aboriginal people, and to work at the common roots of social problems (i.e. poverty, residential schools, and treaties).

"The 'Listening Circle' is to understand the needs and issues as well as the means to address them."

(Barbara Milmine)

"We need to appreciate the importance of support from the community and individuals."

(Connie Legrande)

"RCAP can be a powerful tool to aid First Nations people and to renew society."

(Carrie Neilsen)

Economic Development Opportunities

. . . Education
. . . Training
. . . Mentorship
. . . Employment

"Employment and education are the key issues when dealing with Aboriginal youth."

(Marie Delorme)

The panel consisted of an entrepreneur, an Aboriginal outreach worker and representatives from the corporate sector. They presented a look at the current status of opportunities for Aboriginal youth from various perspectives in the business community. Issues such as small business development, student education and skill development, and youth employment counseling were discussed.

Belva Wesley, Sherri Liddle, Tracey Wolsey, Marie Delorme

Building a small business is something that women are more likely to succeed at than men, and women need to be made aware of the programs and advice that are available to them. Essential skills must be learned in order to improve the chances for success.

Aboriginal youth can access educational, job search and business programs; for example: the Stay-in-School Aboriginal Program (for students interested in finance), University Student Awards, and the Youth Employment Centre's 'Aboriginal Youth Info Net'. There are also several initiatives involving Canadian banks and the Canadian Youth Business Foundation that offer business management services and financing opportunities.

"Acquire the skills needed in the business world. Acquire information, back up, and experience."

(Tracey Wolsey)

Employment and education were reiterated as the key opportunities to overcome the difficulties facing Aboriginal youth. Development opportunities exist not only in large corporations and the public service, but also in employment services, education, mentoring, role modeling, and entrepeneurship.

"We cannot ignore the importance of teaching accountability and responsibility."

(Sherri Liddle)

Conference Legacy

The Network

Crossroads 2000 created a unique opportunity for a number of women who had never met to build new relationships on both a personal and professional level. Representatives from funding organizations heard firsthand where their support was needed. The young women had the opportunity to share openly and directly their issues and concerns. For many, it was a weekend of new hopes and new beginnings.

Maintaining the Network and Next Steps

- All participants will receive an up-to-date directory of conference delegates.
- The Steering Committee will organize:
  - a follow-up luncheon that would include a working session to give participants the opportunity to re-establish ties and provide an update, and
  - a reporting session for sponsors and all Calgary and area stakeholders.
- The Council for Canadian Unity and the Canada West Foundation will explore the possibility of organizing similar conferences in other major western urban centres.

Commitments

Most of the participants made personal commitments and/or commitments on behalf of their organizations. In addition to those identified throughout this report, of note are the following:

- "Share the information with Kainai Children's Services – report to be presented orally."
- "I am inspired to work towards a Boys and Girls Club "now" (Cardston, Alberta). I had identified this as a need for our children and youth earlier this year; however, I did not have contacts and resources to begin. As I was starting on the research for the project, then BINGO, the *Crossroads* conference happens. Now my task is made easier. Thank you from the bottom of my heart."
- "With new understanding on how hurtful racism can be… I will get involved in training the 'field people' who work near communities to understand racism, combat racism and work closer with community members."
- "Lindsay Park Sport Centre is embarking on a capital and program expansion valued at $22 million. Our expansion gives us the opportunity to provide more athletic and health and wellness facilities and programs. We will be initiating a program, called ACCESS ADVANTAGE, to provide subsidized access to Lindsay Park programs for those who are financially disadvantaged. The program is funded by a $1.5 million gift that will be matched through fund raising efforts. I intend to contribute to the development of this program by including organizations that do not frequent LPSC – those organizations for Aboriginal youth that wish to include health, wellness and fitness to their programs."
- "I commit to working with at least one of the Aboriginal agencies."
- "From now on, I will listen to the voices of Aboriginal youth."

Crossroads Conference Model

The primary goal of a *Crossroads* conference is to create a forum for sharing and learning, rather than a 'traditional' conference. Thus, the individuals selected for the organizing committee, speakers and participants must be committed to the goal of establishing dialogue between influential Aboriginal/non-Aboriginal women. Without that commitment, the conference will not meet its objectives.

Conference Planning

The organizing committee should be established at least six months in advance of the conference. Committee membership should include both Aboriginal and non-Aboriginal women who are strongly focused on the *Crossroads* objectives and who have the time available to devote to planning, fundraising and other related activities (*Crossroads 2000* steering committee met weekly for six months). In addition to representing all the hosting organizations, the committee membership should include women with strong contacts in the local Aboriginal and non-Aboriginal communities, and women with fundraising experience. The committee is responsible for the following: participant lists; invitations; program and speakers; logistics (location, meals, travel, etc.); entertainment; fundraising; background materials; final conference report; and follow-up activities. If possible, the committee should be supported by a staff person who can handle many logistical issues.

Conference Logistics

Due to the need to take participants away from daily distractions, it is advantageous to hold the conference at a location outside the city, with all participants and speakers lodging there for the weekend. In addition to reducing participant 'dropout' levels, this brings the participants in greater touch with nature, and creates a stronger sense of community.

The size of the conference, and the selection of participants, is crucial. It is recommended that the conference size be limited to approximately 50 women inclusive of all committee members, speakers, and support staff. Efforts should be made to select women of influence from a wide variety of disciplines and sectors, with near-equal representation from Aborinal/non-Aboriginal communities.

At the conference, participants should be asked to complete daily evaluation forms. The committee should meet daily to review the forms and address any issues raised in the evaluations.

Conference Program

Given that the emphasis of *Crossroads* is to establish dialogue and create a network of women, the conference program should reflect this emphasis by devoting significant time to break-out group discussions. The purpose of speaker's presentations is to provide a basic foundation of information and to introduce questions for the break-out discussions. For both speakers and break-out group facilitators, it is recommended that care be taken to choose women who are engaging speakers, who embrace the spirit of the *Crossroads* conference, are both informative and non-confrontational, and who are respectful of all participants. Ideally, some or all committee members will have first-hand knowledge of a potential speaker's suitability for the conference. Speakers should have a clear understanding of the objectives of their presentation.

General Observations

- The participants were the strength of the conference. Ensure a mix of youth and elders and of representatives from diverse community, corporate, political, social and governmental backgrounds.
- The setting must be one of respect and trust and must encourage the fostering of new relationships.
- The holistic approach of relationship building and networking ensured that issues could be raised and discussed and that solutions came forward.

The conference was organized around themes that were found to be effective, and are recommended for future *Crossroads* conferences; they are:

Day 1: Setting the Landscape – Past to Present
- IceBreaker to create positive environment; and
- Sessions emphasized creating cultural awareness and understanding, as well as current social and political realities.

Day 2: Observing the Landscape – Present to Future
- Sessions emphasized current social realities, and drew attention to emerging programs and opportunities for Aboriginal youth.

Day 3: Painting the Landscape – The Future
- Sessions emphasized working individually and together to create positive change.

The *Crossroads 2000* conference will be followed by a luncheon for participants in February 2001 to reinforce the network and to encourage ongoing efforts to create positive change.

"Helping Hands"
Ojibwa Art by Nokomis

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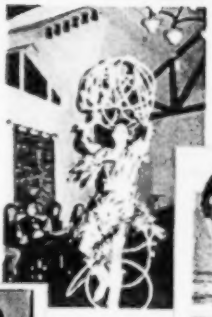

Lisa Odjig

Machalle Ryan, Lisa Ryan, Louise Hayes, Hon. Pearl Calahasen

Lisa Ryan

Susan Turner, Cheryl Doherty, Verna Kirkness, Connie Legrande, Carrie Nielson

Marie Small Face-Marule, Machalle Ryan, Lisa Ryan

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Cindy Provost, Beverly Hungrywolf, Rose Crowshoe and Joyce Healy

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Cairns, Jill	Youth Care/Crisis Worker
Calahasen, Pearl	Associate Minister of Aboriginal Affairs
Calliou-Schadeck, Bee	Northstar Energy
Cardinal, Deanna	Native Student Centre Coordinator
Cardinal, Sandra	Alberta Pacific Forest Industries Inc.
Colvin, Lynette	Bank of Montreal
Cowan, Elaine	Anokiiwin Employment Solutions Inc.
Crowe, Carol S.	Dominion Energy Canada
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Crowshoe, Donna	Alberta Learning
Crowshoe, Rose	Fort MacLeod
Daniels, Judy	BP Canada Energy Company
Delorme, Marie	ImagiNATION Cards Inc.
Dickey, Melissa	Canada West Foundation
Doherty, Cheryl	Boys & Girls Club Community Services
Fox, Tina	Stoney Nation
Gardiner, Susan	Woods Homes
Gariépy, Marie-Josée	Centre for Research & Information on Canada (CRIC)
Good Striker, Evelyn	Alberta Learning, Aboriginal Services Branch
Healy, Joyce	Cardston
Hedva, Beth	Finkleman Communications Ltd
Henry, Heather	Glenbow Museum
Houle, Jennifer	Metis Family Services
Houle, Thelma	Metis Calgary Family Services
Hungrywolf, Beverly	Cardston
Johnston, Julie	Lindsay Park Sports Centre
Kirkness, Verna	Amprior, Ont
Klein, Colleen	Chair, Children's Forum
Lamy, Gil	Centre for Research & Information on Canada (CRIC)
Lanz, Marlene	Metis Nation of Alberta, Zone III
Latter, Bev (Dr.)	Canadian Council for Aboriginal Business
Legrande, Connie	Urban Society for Aboriginal Youth
Lidille, Sherri	Youth Employment Center
MacDonald, Heather	United Way of Calgary and Area
Makokis, Cheryl	Edmonton, AB
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Odjig, Lisa	Dancer
Owl-Simon, Marlene	Student
Pfeiffer, Irene	Russell Reynolds Associates
Poitras, Audrey	Metis Nation of Alberta
Provost, Cindy	Calgary Police Service
Rowney, Julie (Professor)	University of Calgary
Ryan, Lisa	Heritage North
Ryan, Machalle	Dominion Energy Canada
Simpson, Carole	Canadian Youth Business Foundation
Small Face-Marule, Marie	Red Crow College
Smith, Annie	BP Canada Energy Company
Soloy, Ernestine	Family Support Centre and Safe Home
Stanners, Michèle	Council for Canadian Unity
Stone-Child, Summer	Student
Sutter, Sandra	Musician & Serena Fashions
Tuharsky, Connie	Field Atkinson Perraton
Turner, Susan	Borden Ladner Gervais
Voyageur, Cora (Professor)	University of Calgary
Waterchief, Margaret	Community Health Centre
Watts, Denise	Calgary Board of Education
Wesley, Belva	Royal Bank of Canada
Wolsey, Tracey	Suncor Energy Inc.

Conference Program

Day1: Setting the Landscape – The Past to the Present

09:00 - 09:30	Registration and Breakfast
09:45 - 10:00	Blessing by Elder and Welcome
10:00 - 10:30	*IceBreaker* - Facilitated by Carol Crowe and Bee Calliou-Schadeck
10:30 - 11:30	Key Note Addresses: Honourable Pearl Calahasen, Associate Minister of Aboriginal Affairs Audrey Poitras, President of the Metis Nation Irene Pfeiffer, Executive Director of Russell Reynolds Associates
11:30 - 13:00	Lunch and Address – Bee Calliou-Schadeck
13:00 - 13:30	*Contribution of Aboriginal Peoples in Canadian Society* - Carol Crowe
13:30 - 14:00	Workshop discussion groups
14:00 - 15:00	*History of Aboriginal Peoples* - Dr. Cora Voyageur and Connie Tuharsky
15:00 - 15:30	Workshop discussion groups
16:00 - 18:00	*Cultural Education* - Verna Kirkness and Rose Crowshoe
19:00 - 21:00	Dinner & Evening Activities

Day 2: Observing the Landscape – The Present to Future

07:30 - 08:30	Breakfast
08:30 - 08:45	Blessing by Elder and Welcome
08:45 - 11:45	*Addressing Racism* - Beth Hedva and Cheryl Makokis
12:00 - 13:00	Lunch and Address - Colleen Klein
13:00 - 14:30	*Young Women's Voices Panel*: Deanna Cardinal Lisa Odjig Machalle Ryan Summer Stone-Child
14:45 - 15:30	*Program Landscape - Youth Issues and Programs:* Connie Legrande Barbara Milmine Carrie Neilson
15:30 - 17:00	*Economic Development Opportunities Panel:* Marie Delorme, imagiNATION Cards Inc. Sherri Liddle, Youth Employment Center Belva Wesley, Royal Bank of Canada Tracey Wosley, Suncor Energy Inc.
19:00 - 21:00	Dinner & Evening Activities Lisa Odjig, World Champion Hoop Dancer and Sandra Sutter, Musician

Day 3: Painting the Landscape – The Future

08:00 - 09:00	Breakfast
09:00 - 09:15	Blessing by Elder and Welcome
09:15 - 10:45	*Beginnings* - Facilitated by Carol Crowe and Bee Calliou-Schadeck
11:00 - 11:30	*Maintaining the Network* - Michèle Stanners, Council for Canadian Unity
11:30 - 12:00	*Wrap-up Summary* - Irene Pfeiffer, Honourary Co-chair
12:00 - 13:00	Lunch